

**From:** Bouker Pool <bpool@guidepoint.com>  
**Sent:** Monday, March 19, 2018 10:26 AM  
**To:** Priscilla Gulino <pgulino@guidepoint.com>  
**Subject:** RE: Formal Complaint


I'm open till 1p and then 2-4:30p

**From:** Priscilla Gulino  
**Sent:** Monday, March 19, 2018 9:58 AM  
**To:** Bouker Pool  
**Subject:** RE: Formal Complaint

Bouker,

I stopped by on Friday but you weren't at your desk and then I remembered that you work from home on Fridays. I saw that you are in a meeting now so please let me know when you can stop by to discuss and I will send you an invite.

Priscilla

  
**Priscilla Gulino** | Director of Human Resources  
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p: 646.873.8480 | f: 866.261.4137  
e: [pgulino@guidepoint.com](mailto:pgulino@guidepoint.com)  
**GUIDEPOINT**

**From:** Bouker Pool  
**Sent:** Friday, March 16, 2018 9:29 AM  
**To:** Priscilla Gulino <[pgulino@guidepoint.com](mailto:pgulino@guidepoint.com)>  
**Subject:** Formal Complaint

Priscilla,

I would like to log a formal complaint per the Guidepoint Employee Handbook – “Non-Discrimination and Harassment Policy” against the Guidepoint Consultant Rutwik Ghodadra for creating a threatening and hostile work environment.

I am compelled to elevate the matter to a formal notification to HR because members of my team, both verbally and via written communicate, are complaining of threatening language and actions, creating a hostile work environment. Additionally, his actions have created internal hostilities, questions and concerns within the team and within Guidepoint as a whole.

Specific complaints include:

- A. Inappropriate and aggressive language

- B. Threatening language
- C. Shouting in public and private setting
- D. Contacting employees on personal cell phone and via personal email account

I've informed my direct reports that I've filed a formal complaint so they are aware I am advocating on their behalf for a positive work environment.



**Bouker Pool** | Director, Content Strategy  
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